



DEPARTMENT OF THE ARMY  
U.S. ARMY WHITE SANDS MISSILE RANGE  
100 Headquarters Avenue  
WHITE SANDS MISSILE RANGE, NEW MEXICO 88002-5000


REPLY TO  
ATTENTION OF  
CSTE-DTC-WS-CG

16 OCT 2003

MEMORANDUM FOR Commanders, Directors, Office Chiefs of Team WSMR

SUBJECT: Policy Letter #3: Military Equal Opportunity (EO)

1. I am personally committed to ensuring Equal Opportunity for all soldiers at White Sands Missile Range. It is the right of all people to be protected from discrimination in employment regardless of race, color, religion, sex, national origin, age, or mental or physical disability.
2. Equal opportunity is the responsibility of each soldier and member of the White Sands team and, in particular, the leadership. All directors, managers, supervisors, and military leaders will support the principles of equal opportunity and affirmative action when making personnel decisions.
3. Discrimination and sexual harassment, whether real or perceived, affects soldier morale and well-being, interferes with mission accomplishment, and has a negative impact on readiness. Soldiers who want to file a formal complaint of harassment must contact the Equal Opportunity Advisor as soon as possible. Discriminatory practices interfere with duty performance by creating a hostile, intimidating, or offensive work environment. Discrimination, sexual harassment, and adverse treatment of soldiers because they report harassment or provide information related to complaints will not be tolerated.
4. I charge all leaders with the responsibility to prevent discrimination and sexual harassment. Ensure your soldiers know and understand the laws regarding equal opportunity and sexual harassment. All of us must be cognizant of activities going on within our organizations and take swift and appropriate action, when necessary, to correct injustices.
5. It is crucial we continue our support of equal opportunity during these times of change and uncertainty.
6. Please disseminate this policy to all personnel and post a copy on official bulletin boards.

  
ROBERT J. REESE  
Brigadier General, USA  
Commanding

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